



ADAM D. MITZNER

PARTNER

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Adam D. Mitzner is a Partner in Bartko Pavia LLP's litigation and employment practice groups. For more than three decades, Adam has successfully counseled clients and individuals involved in legal disputes and, just as importantly, has offered his guidance to assist them to avoid becoming enmeshed in such disputes.

Adam has extensive experience advising clients regarding a full range of legal issues, including class actions, securities claims, real estate, trade secret, and employment matters, and he has represented clients in connection with complex commercial litigation in state and federal courts and arbitrations throughout the United States. Additionally, he has conducted numerous internal investigations and counseled clients on criminal and regulatory matters.

In his employment practice, Adam provides day-to-day counseling to a number of luxury goods and other clients, including SMCP (which sells under the Maje and Sandro brands), Ferragamo, Chain-IQ, CH Carolina Herrera, Herno, and Moschino. He advises on the full scope of employment needs which includes drafting handbooks, conducting anti-harassment training, preparing offer and termination letters, and providing guidance on wage-and-hour compliance.

Adam graduated from the University of Virginia School of Law, where he was an editor of the Journal of Law & Politics. Prior to law school, Adam simultaneously received a Master's Degree in Politics and an undergraduate degree from Brandeis University, where he was also president of the student government.

In addition to practicing law full time, Adam has authored several best-selling and critically acclaimed psychological suspense novels, which have been praised for their realistic portrayals of

the legal system.

CREDENTIALS

EDUCATION

- University of Virginia School of Law, J.D.
- Brandeis University, B.A. and M.A (Politics)

BAR ADMISSIONS

- State Bar of New York

COURT ADMISSIONS

- United States District Court for the Eastern District of New York
- United States District Court for the Southern District of New York
- U.S. Court of Appeal for the Second Circuit

RECOGNITIONS

- Martindale-Hubbell Peer Review, AV Rating, 5 Stars

EXPERIENCE

- Handled the damages portion of the Zest trial, [resulting in a \\$222.7 million award.](#)
- Secured arbitration victory on behalf of a Spanish wine and spirits manufacturer in multi-million-dollar claim brought by WJ Deutsch & Sons, a large national spirits distributor. Currently representing the client in Delaware Chancery Court litigation against a joint venture partner in a vodka company, with summary judgment pending and trial scheduled for November.
- Defended a billion-dollar private equity fund in a partnership dispute.
- Represented a partner in a private equity fund in a dispute against his co-partner.
- Won dismissal on the pleadings of a Civil Rights Act claim arising from employee termination. The matter is currently on appeal before the Third Circuit Court of Appeals.
- Lead plaintiffs' class action lawyer in multi-million-dollar lawsuit on behalf of disabled children in New York City under the Individuals with Disabilities Education Act. Settlement for 100% recovery pending judicial approval.

- Won million-dollar judgment on behalf of employee in wrongful termination matter.
- Victorious in arbitration of \$10 million claim involving wine distributorship.
- Obtained defendants' judgment after a week-long arbitration hearing before the NASD representing an Amex brokerage firm in an arbitration seeking \$6 million relating to a partnership dispute.
- Won complete recovery in arbitration after hearing representing an investment bank in action against another investment bank regarding a fraudulent securities trade.
- Successfully represented manufacturer of foam and plastics products in products liability arbitration concerning latent defects.
- Conducted internal investigation of various international financial institutions.
- Obtained \$15 million dollar settlement on behalf of several financial institutions in connection with a legal malpractice claim brought against two law firms.
- Obtained complete recovery after second day of trial in litigation involving wrongful discharge claims brought by a former COO of a publicly traded company.
- Successfully represented well known television personality in connection with SEC insider-trading investigation.
- Successfully represented hedge fund in \$500 million fraud allegations brought by the Department of Justice, the Securities and Exchange Commission, and the Federal Trade Commission.
- Successfully represented an award-winning major motion picture director in connection with litigation involving breach of duty.

INSIGHTS

PRESS RELEASE | 14, MAY 2025

BARTKO PAVIA'S PATRICK M. RYAN OBTAINS \$222 MILLION JURY VERDICT AGAINST WALMART

Press Contact

PUBLICATIONS | 30, JANUARY 2025

CLIENT ALERT: INCREASE IN SALARY THRESHOLD FOR ADMINISTRATIVE EXEMPTION FOR EMPLOYEES WORKING IN NEW YORK CITY

Starting on January 1, 2025, the minimum salary for New York City employees to meet the salary threshold for the administrative exemption is \$1,237.50 per week or \$64,350 per year.

PUBLICATIONS | 24, SEPTEMBER 2024

NEW LEGAL REQUIREMENTS FOR WRITTEN WORKPLACE VIOLENCE PREVENTION POLICIES APPLICABLE TO CERTAIN RETAIL EMPLOYERS

The recently enacted New York Retail Worker Safety Act requires retail employers with over ten employees to implement written workplace violence prevention policies and trainings that address workplace violence risk factors and prevention methods. These guidelines must be in place no later than March 1, 2025.

PUBLICATIONS | 22, AUGUST 2024

FTC BAN ON NON-COMPETE AGREEMENTS INVALIDATED

A federal court has halted the implementation of a Federal Trade Commission rule that would have largely banned the enforcement of non-compete agreements between employers and employees. That rule would have gone into effect on September 4.

PUBLICATIONS | 13, AUGUST 2024

HOW TO COMPLY WITH THE FTC BAN ON NON-COMPETE AGREEMENTS

As we indicated in an earlier Client Alert on April 24, 2024, the Federal Trade Commission has issued anew rule that will ban non-compete agreements for all employers in the United States, with certain limited exceptions. The new rule remains on track to take effect on September 4, 2024. There have been legal challenges to the non-compete ban, but they have been unsuccessful...

PUBLICATIONS | 12, JUNE 2024

UPCOMING COMPLIANCE DATE UNDER NEW YORK CITY'S WORKERS' RIGHTS LAW

By July 1, 2024, all New York City employers must inform their employees of the Workers' Bill of Rights in the following ways:

PUBLICATIONS | 03, MAY 2024

UNPAID INTERNSHIPS IN NEW YORK

With summer approaching, your company may be considering offering unpaid internships. While unpaid internships historically have been common practice among companies, there are strict legal rules governing them.

PUBLICATIONS | 24, APRIL 2024

FTC BAN ON NON-COMPETE AGREEMENTS

On April 23, 2024, the FTC issued a ban on all future non-compete agreements between for-profit business and their employees, while permitting existing non-competes to remain in place only for those employees that (i) earn more than \$151,164; and (ii) are in a “policy-making position.”

PUBLICATIONS | 05, JANUARY 2024

NEW YORK HOURLY MINIMUM WAGE INCREASE

Beginning January 1, 2024, minimum wage rates in New York City and Westchester County increased to \$16/hour, and to \$15/hour everywhere else in New York.

PUBLICATIONS | 04, DECEMBER 2023

NEW YORK CITY BANS DISCRIMINATION BASED ON HEIGHT OR WEIGHT

Effective Wednesday, November 22, 2023, the New York City Human Rights Law (“NYCHRL”) has been amended to prohibit discrimination based on height or weight in employment.

AREAS OF FOCUS

PRACTICES

Labor & Employment

Litigation